

**CITY OF SAN DIEGO
MINUTES OF THE MEETING OF THE
CIVIL SERVICE COMMISSION**

Thursday, September 5, 2019, at 1:00 p.m.
12th Floor Council Committee Room
202 C Street
San Diego, California 92101

- A. The regular business meeting of the Civil Service Commission was called to order by President Lori Thacker at 1:04 p.m. Also present were Vice-President Maricela Amezola and Commissioner Dr. Don E. Conley. Commissioner Jacquelyn R. Atkinson was absent.

- B. The staff was represented by Personnel Director Douglas Edwards, Assistant Personnel Director Anne Lamén Aban, and Assistant to the Director Dina Marocco. Serving as legal advisor to the Commission was Deputy City Attorney Jennifer Berry.



City of San Diego
Civil Service Commission

MINUTES

Lori Thacker, President
Maricela Amezola, Vice-President
Jacquelyn R. Atkinson, Commissioner
Dr. Don E. Conley, Commissioner

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ITEMS FOR ACTION

INTRODUCTION

1. Roll Call.

ACTION TAKEN/PENDING

Present were President Lori Thacker, Vice-President Maricela Amezola, and Dr. Don E. Conley. Commissioner Jacquelyn R. Atkinson was absent.

NON-AGENDA PUBLIC COMMENT

This portion of the agenda provides an opportunity for members of the public to address the Commission on items of interest within the jurisdiction of the Commission. (Comments relating to items on today's docket are to be taken at the time the item is heard.)

Time allotted to each speaker is determined by the Chair. Comments are limited to no more than five (5) minutes **total per subject** regardless of the number of those wishing to speak. Pursuant to the Brown Act, no discussion or action, other than a referral, shall be taken by the Commission on any issue brought forth under "Non-Agenda Public Comment."

Douglas Edwards announced that September 6, 2019 is Mattheus E. Stephens Day in the City of San Diego.

CONSENT AGENDA (Items 2 through 8 can be approved with one motion.)

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| 2. | Approval of the minutes for the meeting of July 11, 2019. | Approved items 2 through 8 with one motion. |
| 3. | Leaves of Absence Without Pay - In Order. Items 29 through 37. | |
| 4. | Minutes of the San Diego City Civil Service Commission Joint Apprenticeship Committee meeting of February 13, 2019. | |
| 5. | Approval of Exceptional Merit Increase for Stephanie Hoover, Associate Management Analyst. | |
| 6. | Approval of Exceptional Merit Increase for Angelica Rojas-Colin, Assistant Engineer - Civil. | |
| 7. | Approval of Exceptional Merit Increase for Rebecca S. Vela, Senior Clerk/Typist. | |
| 8. | Approval of Exceptional Merit Increase for Ann N. Yasukochi, Senior Management Analyst. | |

LEAVES OF ABSENCE WITHOUT PAY – DISCUSSION

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| 9. | Omar Asfar, Fire Fighter II, Fire-Rescue Department, for a two-month special leave without pay ending December 1, 2019, with his job to be saved.
Hire Date: July 18, 2015
Reason: Outside employment.
Department Recommendation: Denial. | Denied.
Speaking for staff was Eva Sanchez.
Speaking was Omar Asfar.
Speaking for the department was Kevin Ester. |
| 10. | Jacob A. Boswell, Fire Fighter II, Fire-Rescue Department, for a one-year special leave without pay ending September 3, 2020, with his name to be placed on the eligible lists for Fire Fighter II and Fire Fighter I.
Hire Date: February 25, 2017
Reason: Outside employment.
Department Recommendation: Denial. | Denied.
Speaking for staff was Eva Sanchez.
Speaking was Jacob A. Boswell. |

11. Richard J. Cesena, Sanitation Driver I, Environmental Services Department, for a seven-month (first extension) special leave without pay ending February 1, 2020, with his job to be saved.
Hire Date: January 7, 2012
Reason: To obtain Class A Driver License and Medical Certification.
Department Recommendation: Modification to name on eligible list.

Approved with modification to name on eligible list.
Speaking for staff was Eva Sanchez.
Speaking was Richard J. Cesena.
Speaking for Local 127 was Rodney Fowler.
Speaking for the department was John Howard.
12. Cheryl L. Cook, Senior Management Analyst, Parks and Recreation Department, for a one-year (fourth extension) special leave without pay ending August 25, 2020, with her name to be placed on the eligible lists for Senior Management Analyst, Associate Management Analyst, Assistant Management Analyst, Administrative Aide II, Management Trainee, Administrative Aide I, Senior Clerk/Typist, and Word Processing Operator.
Hire Date: September 4, 1985
Reason: Medical.
Department Recommendation: Approval.

Approved.
Speaking for staff was Eva Sanchez.
Speaking for the department was Rebeca Cordova.
13. Christopher A. Gehrki, Senior Management Analyst, Public Utilities Department, for a one-year special leave without pay ending August 2, 2020, with his name to be placed on the eligible lists for Senior Management Analyst and Associate Management Analyst.
Hire Date: May 17, 2014
Reason: Outside employment.
Department Recommendation: Approval.

Denied.
Speaking for staff was Eva Sanchez.
14. Charlene S. Kawabata, Assistant Recreation Center Director, Parks and Recreation Department, for a one-year (first extension) special leave without pay ending June 28, 2020, with her name to be placed on the eligible list for Recreation Leader I.
Hire Date: January 28, 1997
Reason: Maintain employment eligibility.
Department Recommendation: Approval.

Approved with modification to six months of special leave without pay ending December 28, 2019.
Speaking for staff was Eva Sanchez.
Speaking for the department was Rebeca Cordova.
15. Schanquana M. Pemberton, Supervising Management Analyst, San Diego City Employees' Retirement System, for a one-year (first extension) special leave without pay ending July 15, 2020, with her name to be placed on the eligible list for Supervising Management Analyst.
Hire Date: December 5, 2005
Reason: Relocation with spouse.
Department Recommendation: Approval.

Approved.
Speaking for staff was Eva Sanchez.

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| <p>16. Rene G. Santana, Fire Fighter III, Fire-Rescue Department, for a one-year special leave without pay ending September 20, 2020, with his name to be placed on the eligible lists for Fire Fighter III and Fire Fighter II.
Hire Date: December 8, 2012
Reason: Outside employment.
Department Recommendation: Denial.</p> | <p>Denied.
Speaking for staff was Eva Sanchez.</p> |
| <p>17. Angelica L. Torres, Police Officer II, Police Department, for a one-year special leave without pay ending July 12, 2020, with her name to be placed on the eligible list for Police Officer II.
Hire Date: October 24, 2014
Reason: Outside employment.
Department Recommendation: Approval.</p> | <p>Denied.
President Thacker dissenting.
Speaking for staff was Eva Sanchez.
Speaking for the department was Margaret Mendez.</p> |

POLICY ITEMS - DISCUSSION

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| <p>18. Request from the Personnel Director to use City employees as raters for the Fire Engineer, Fire Captain, and Fire Battalion Chief Examinations.</p> | <p>Approved.
Speaking for staff was Karl Kosmas.</p> |
| <p>19. Report from the Personnel Director on limited and restricted appointments and special shift differential positions for CY 2018.</p> | <p>Report accepted.
Speaking for staff was Eva Sanchez.</p> |
| <p>20. Request from the Development Services Department to exempt three Program Coordinator positions from the Classified Service.</p> | <p>Approved items 20 through 23 with one motion.</p> |
| <p>21. Request from the Communications Department to exempt a Program Coordinator position from the Classified Service.</p> | |
| <p>22. Request from the Human Resources Department to exempt a Program Manager position from the Classified Service.</p> | |
| <p>23. Request from the Office of the City Attorney to exempt an Assistant for Community Outreach position from the Classified Service.</p> | |

24. Review of Fiscal Year 2021 Salary Proposals submitted for study. Speaking for staff was Saba Berenji. Approved staff's recommendation to further study 28 proposals and not forward for further study seven (7) proposals.
- Boat Operator and Senior Boat Operator**
Speaking for Local 127 was Rodney Fowler.
Speaking was Adriano Feit.
- Junior Engineer – Electrical, Assistant Engineer – Electrical, Associate Engineer – Electrical, Senior Electrical Engineer**
Speaking for MEA was Cathleen Higgins.
Speaking was Ivan Hoffman.
- Public Utilities Equipment Operator**
Speaking for Local 127 were Damian Tryon and Rodney Fowler.
- Water Distribution Operator**
Speaking for Local 127 were Damian Tryon and Rodney Fowler.
25. Ana S. Bengel, appealing her conviction record disqualification for the position of Court Support Clerk II. Denied.
Speaking for staff was Jennifer Lamas-Villanueva.
Speaking was Ana S. Bengel.
Speaking was Jim McMann.
Speaking for the department were Tanya Tomlinson and Jonathan Ferreras.
26. Juan Martin C. Canales Jr., appealing his conviction record disqualification for the position of Stock Clerk (Option Class: Auto Parts Stock Clerk). Denied.
Vice-President Amezola dissenting.
Speaking for staff was Jennifer Lamas-Villanueva.
Speaking was Juan Martin Canales Jr.
Speaking for the Police Department were Bernie Colon and Margaret Mendez.
27. Christopher D. Charfauros, appealing the rejection of his application for the position of Greenskeeper (T10981). Denied.
Speaking for staff was Jennifer Lamas-Villanueva.
28. Hector Montano Jr., appealing his conviction record disqualification for the position of Grounds Maintenance Worker II. Denied.
Applicant may apply for City employment after June 2021.

Speaking for staff were Negar Kahn mouie and Jennifer Lamas-Villanueva.
Speaking was Hector Montano Jr.
Speaking for the department was Rebeca Cordova.

LEAVES OF ABSENCE WITHOUT PAY - IN ORDER

29. Arthur C. Cameron, Police Officer II, Police Department, for a one-year special leave without pay ending July 24, 2020, with his name to be placed on the eligible list for Police Officer II.
Hire Date: July 18, 2008
Reason: Child care.
Department Recommendation: Approval.
30. Joana E. Flores, Word Processing Operator, Development Services Department, for a one-year special leave without pay ending September 5, 2020, with her job to be saved.
Hire Date: April 10, 2014
Reason: Child care.
Department Recommendation: Approval.
31. Jazmin B. Garcia, Assistant Recreation Center Director, Parks and Recreation Department, for a one-year special leave without pay ending July 26, 2020, with her name to be placed on the eligible list for Assistant Recreation Center Director.
Hire Date: June 23, 2014
Reason: Medical.
Department Recommendation: Approval.
32. Neda Jangi, Assistant Engineer - Civil, Public Works Department, for a one-year special leave without pay ending August 11, 2020, with her name to be placed on the eligible list for Assistant Engineer - Civil.
Hire Date: January 14, 2017
Reason: Personal.
Department Recommendation: Approval.

LEAVES OF ABSENCE WITHOUT PAY – UNCLASSIFIED

- 34. Jonathan L. Ferreras, Assistant Management Analyst, Office of the City Attorney, for a leave of absence from the Classified Service effective July 1, 2019, while filling an unclassified position with his name to be placed on the appropriate eligible list.
- 35. Samir M. Mahmalji, Senior Civil Engineer, Public Works Department, for a leave of absence from the Classified Service effective July 15, 2019, while temporarily filling an unclassified position with his job to be saved. If selected for permanent appointment, this leave will be modified from job saved to name on eligible list.
- 36. Brian J. Olveda, Workers' Compensation Claims Representative II, Risk Management Department, for a leave of absence from the Classified Service effective July 8, 2019, while filling an unclassified position with his name to be placed on the appropriate eligible list.
- 37. Michael Pelayo, Finance Analyst III, Department of Finance, for a leave of absence from the Classified Service effective August 5, 2019, while temporarily filling an unclassified position with his job to be saved. If selected for permanent appointment, this leave will be modified from job saved to name on eligible list.

LEAVES OF ABSENCE WITHOUT PAY – TOTAL

Total Leave Requests	18	Family/Childcare/Maternity	02
Leave requests with job saved	03	Education/Training	01
Leave requests with name on list	11	Medical	02
Unclassified	04	Relocation	01
		Outside Employment	05
		Unclassified	04
		Other	03

CLOSED SESSION

At 12:17 p.m., the Commission met in Closed Session with the following agenda:

- I. Deliberation on disciplinary appeals, pursuant to Government Code Section 54957:
 - a. Jerry Czajkowski – Suspension and termination upheld.
 - b. Dana Myers – Termination upheld.
 - c. Brandon Scales – Voluntary resignation agreement approved.

ADJOURNMENT

At 1:04 p.m., the Commission convened into open session.

At 2:51 p.m., President Thacker called for a break.

At 2:58 p.m., the meeting continued.

There being no further business, the meeting was adjourned at 4:28 p.m.

Lori Thacker, President